



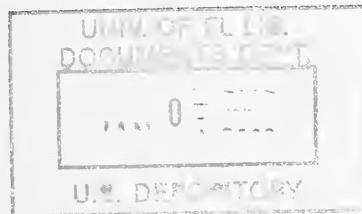
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Registry No. 299—36

NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION
FOR THE
WINDOW SHADE INDUSTRY

AS SUBMITTED ON AUGUST 31, 1933



The Code for the Window Shade Industry
in its present form merely reflects the proposal of the above-mentioned
industry, and *none of the provisions contained therein are*
to be regarded as having received the approval of
the National Recovery Administration
as applying to this industry

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933

SUBMITTED BY

THE NATIONAL ASSOCIATION OF WINDOW SHADE MANUFACTURERS

(II)

**A CODE OF FAIR COMPETITION COVERING THE WINDOW
SHADE INDUSTRY OF THE UNITED STATES OF AMERICA
SUBMITTED BY THE NATIONAL ASSOCIATION OF WIN-
DOW SHADE MANUFACTURERS**

ARTICLE I

This Code is submitted on behalf of the parties named in Appendix A attached hereto and made a part hereof.

ARTICLE II—PURPOSE

To effectuate the policy of Congress as expressed in the National Industrial Recovery Act, the Window Shade Industry, as represented by the National Association of Window Shade Manufacturers, adopt the following Code of Fair Competition.

ARTICLE III—DEFINITIONS

The term "Window Shade Industry" when used in this Code shall include a natural person, partnership, or corporation engaged in the business of manufacturing, assembling, installing, repairing, refinishing, and cleaning window shades or such other services as are usually performed by this industry.

The Window Shade Industry, when referred to in this document, shall be called the "manufacturers."

The National Association of Window Shade Manufacturers when referred to in this document shall be called the "Association."

ARTICLE IV

Any manufacturer may participate in the endeavors of the Association relative to the revisions or additions to or the administration of this Code by accepting the proper pro rata share of the cost and responsibility of creating and administering it by becoming a member of this Association or by paying to it an amount equal to the dues, from time to time provided to be paid by a member, in like situation, of the Association.

ARTICLE V—REGULATIONS

The manufacturers will comply with the following specific provisions of the National Industrial Recovery Act:

1. That the employees shall have the right to organize and bargain collectively through representatives of their own choosing.

2. That no employee and no one seeking employment shall be required as a condition of employment to join any organization or to refrain from joining a labor organization of his own choosing.

3. That employers shall comply with the maximum hours of labor, minimum rates of pay, and other working conditions, approved or prescribed by the President.

4. The President may from time to time cancel or modify any order, approval, license, rule, or regulation issued under this title.

5. This code is not designed to promote monopolies and shall not be availed of for that purpose.

6. The provisions of this Code shall not be so interpreted or administered as to eliminate or oppress small enterprises or to discriminate against them.

ARTICLE VI—LABOR

Maximum Hours.—No individual shall be employed in excess of forty (40) hours in any one week except as hereinafter specifically provided:

(a) In emergency work in hospitals, institutions, schools, and public buildings;

(b) In places where hazardous machinery is in operation during the normal working hours of this industry;

(c) For seasonal business peaks as determined by the locality, an individual may be employed not in excess of forty-four (44) hours in any one week but over a four (4) month period the hours of labor must not average over forty (40) hours per week.

Except that executives and those in a managerial position and their secretarial staffs, outside salesmen, firemen, and office employees receiving more than Thirty-five Dollars (\$35.00) weekly may be required to work more than forty (40) hours per week.

Child Labor.—No minor under the age of sixteen (16) shall be employed in the industry provided, however, that where a state law provides a higher minimum age, no person below the age specified by such state law shall be employed within that state.

No person under the age of eighteen (18) shall be employed in the industry in any work classed as hazardous.

Employee Proprietorship.—With the exception of one individual per member of the Industry, all members of any individual proprietorship, association, or corporation, although connected with such member as co-owner, partner, stockholder, officer, or director, if engaged in any process of direct manufacture or installation, of the products of the Industry, shall be bound by the schedules of hours of work and of pay in this Code, regardless of such proprietary interests.

ARTICLE VII—WAGES

It is hereby agreed that this industry will not reduce the compensation for employment now in excess of the minimum wages hereby agreed to (notwithstanding that the hours worked in such employment may be hereby reduced) and to increase the pay for such em-

ployment by an equitable readjustment of all pay schedules. The minimum rate of pay for—

| South: | Per hour | North: | Per hour |
|--------------------|----------|--------------------|----------|
| Shade Hangers----- | 50¢ | Shade Hangers----- | 50¢ |
| Shade Cutters----- | 50¢ | Shade Cutters----- | 50¢ |
| All others----- | 32½¢ | All others----- | 37½¢ |

Where an employee performs both factory and outside labor at varying rates he shall be paid the higher rate.

The hours and wages provisions of this Code shall also govern allied lines when carried as a regular part of the manufacturer's business until specifically covered by any separate Code for such allied lines.

ARTICLE VIII—ITEMS OF UNFAIR COMPETITION

It shall be unfair competition for members of this Industry to:

- a. Brand or label or advertise goods or advertise his business in any way that is false or misleading.
- b. Misappropriate or attempt to disappropriate the business of competitors through misrepresentation of such competitors' merchandise or actions or by any other methods not generally approved as good business practice.
- c. Resort to any form of commercial bribery.
- d. Fail to state in all contracts a definite statement of price, quantity, and grade, terms of payment, time, rate, and place of delivery, and all other elements for a complete contract.
- e. To sell below a reasonable cost arrived at by a system established by the Cost Finding Committee of the Code Authority subject to the approval of the Administrator.
- f. Establish a cash discount in excess of 2%.
- g. Give or accept rebates, refunds, allowances, unearned discounts, or special services directly or indirectly with any work performed, or resort to any subterfuge whatsoever to frustrate the spirit or plan of this Code.
- h. Induce employees of competitors to violate contracts or entice away employees of competitors is condemned.
- i. Sell a window shade or a roller as a substandard or a second without clearly and conspicuously marking the shade as such on the bottom hem.
- j. Sell as a linen shade, a window shade not actually made of linen fabric.

Stock Shades.—It shall be a violation of this Code to manufacture or sell stock shades in any other width than those already established by prevailing list as of July 10, 1933. All other sizes not included in the stock sizes above mentioned and all side hemmed shades shall be classed as special order shades.

Direct Selling.—The practice of the manufacturer and suppliers of window shade materials used in the fabrication of window shades, selling same to the consumer shall be considered an unfair method of competition.

Misleading Guarantees.—Where prices are quoted in advertising shades, size, quality, and grade of shade as determined by the industry must be plainly stated.

It being a fact that cotton is generally understood to be the basic material used in window shades, the sale of paper shades under trade names not indicating their origin is misleading and an unfair trade practice.

ARTICLE IX—SUBSTANDARD MANUFACTURERS

The industry recognizes as a continuing and growing evil the existence of the "substandard" or more popularly known as the fly-by-night or sweatshop dealer.

This type of dealer of window shades employs little or no labor, but personally solicits his business and his wife or family manufacture the product. He maintains no place of business or office, doing his manufacturing in his home, and for that reason it is impossible to properly supervise, ascertain hours of labor, wages paid, or the cost data or sanitary conditions of manufacturing.

Six months after the effective date of this Code such substandard, sweatshop, and fly-by-night dealer shall be prohibited from having work done or labor performed on window shades in the living quarters of such manufacturer.

ARTICLE X—ENFORCEMENT

1. The Administration and enforcement of this Code shall vest in the Administrator and the Code Authority, the Code Authority to be established, in a reasonable manner, from the members of the industry. The method of selection of the Code Authority is subject to the approval of the Administrator.

2. The Association respectfully submits that its membership unanimously advocates a method of administration whereby the powers of enforcement for each particular locality or region shall lodge in a local or regional affiliate of a national organization, and that the local or regional affiliate consists of members of the Industry operating in that particular locality or region.

ARTICLE XI—CANCELLATION OR MODIFICATION

This Code is subject to modification or enlargement as experience with its operation develops the necessity therefor.

ARTICLE XII—EFFECTIVE DATE

This Code shall become effective ten days after its approval and acceptance by the President.

Respectfully submitted.

NATIONAL ASSOCIATION WINDOW SHADE
MANUFACTURERS CODE COMMITTEE,
W.M. H. BURG.
CARROLL E. FELLISSIER.
L. SACKAMP.

Dated at Washington this 1st day of Sept. 1933.

APPENDIX A

This code is filed in behalf of the following-named parties: The National Ass'n of Window Shade Mfrs., 10607 St. Clair Ave., Cleveland, Ohio; Retail Window Shade Ass'n of Grand Rapids, Mich., 120 Division St., Grand Rapids, Mich.; New England Shade & Screen Mfrs. Ass'n, 53 Trapelo Rd., Waltham, Mass.; Chicago Associated Retail Window Shade Dealers, 4915 Cottage Grove Ave., Chicago, Ill.; Washington State Window Shade Dealers, 2002 Market St., Seattle, Wash.; Twin City Window Shade Association, 518 W. Lake St., Minneapolis, Minn.; Detroit Window Shade Mfrs. Association, Architects Bldg., Detroit, Mich.; Cincinnati Ass'n of Window Shade Mfrs., 1230 Vine St., Cincinnati, Ohio; Cleveland Association of Window Shade Mfrs., 6705 Detroit Ave., Cleveland, Ohio; San Francisco Window Shade Dealers Association, 1905 Fullmore St., San Francisco, Calif.; Dallas Association of Window Shade Mfrs., 1917 N. Harwood St., Dallas, Tex.; Toledo Association of Window Shade Dealers, 217 Fifteenth St., Toledo, Ohio; St. Louis Association of Window Shade Mfrs., 2616 Shenandoah Ave., St. Louis, Mo.; Indianapolis Association of Window Shade Mfrs. & Cleaners, 132 No. Delaware St., Indianapolis, Ind.; Retail Window Shade Association of Portland Oregon, 727 Sandy Blvd., Portland, Oreg.; Milwaukee Window Shade Mfrs. Ass'n, 1211 No. 4th St., Milwaukee, Wis.; Southern Window Shade Ass'n, Richmond Chamber of Commerce, Trade Ass'n Bureau, Richmond, Va.; Window Shade Manufacturers Association of Brooklyn, N.Y., 318 Kings Highway, Brooklyn, N.Y.; Associated Window Shade Manufacturers of New Jersey, 178 Main Street, Orange, N.J.; Long Island Window Shade Manufacturers Association, 131-19 Jamaica Ave., Richmond Heights, Long Island, N.Y.; New York Window Shade Manufacturers Association, 270 Broadway, New York, N.Y.

J. S. ALBRIGHT.

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